



jurisdiction over Plaintiff's state-law claims asserted herein as they arise out of the same common nucleus of operative facts as his federal claims.

3. This Court may properly maintain personal jurisdiction over Defendants because Defendants' contacts with this State and this judicial district are sufficient for the exercise of jurisdiction over Defendants to comply with traditional notions of fair play and substantial justice, satisfying the standard set forth by the United States Supreme Court in International Shoe Co. v. Washington, 326 U.S. 310 (1945) and its progeny.

4. Pursuant to 28 U.S.C. § 1391(b)(1) and (b)(2), venue is properly laid in this district because all of the acts and/or omissions giving rise to the claims set forth herein occurred in this judicial district.

### **III. PARTIES**

5. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

6. Plaintiff is an adult individual, with an address as set forth in the caption.

7. National Maintenance & Build Out Company, LLC, d/b/a NMBOC (hereinafter "Defendant NMBOC") is a construction, repair and remodeling business incorporated and based in Pennsylvania.

8. John Folz (hereinafter "Defendant Folz") is the President, Chief Executive Officer, and owner of Defendant NMBOC. Defendant Folz oversaw, managed, and handled compensation for management of Defendant NMBOC (including as to that of Plaintiff).

9. At all times relevant herein, Defendants acted by and through their agents, servants and employees, each of whom acted at all times relevant herein in the course and scope of their employment with and for Defendants.<sup>1</sup>

#### **IV. FACTUAL BACKGROUND**

10. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

11. Plaintiff was employed with Defendants for approximately 2.5 years until being terminated. Plaintiff's last physical day of work with Defendants was on or about June 28, 2021, and he was terminated effective on or about June 30, 2021.

12. Plaintiff primarily worked for Defendants in the area of construction wherein he was a carpenter, laborer, construction worker, and for a short timeframe referred to as a superintendent.<sup>2</sup> He thus worked in numerous capacities with varying job titles during his employment; but towards the end of his employment, Plaintiff was a laborer performing (and assigned to) commercial remodeling.

13. Plaintiff was not paid properly **during the first half of his employment** (the timeframe at issue in this lawsuit), and Plaintiff remains owed a substantial sum of money.<sup>3</sup> In particular, Defendants knowingly and intentionally violated state and federal wage law(s) to avoid employee taxation, employee contributions, and most prominently, overtime pay.

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<sup>1</sup> See e.g. *Haybarger v. Lawrence Cty. Adult Prob. & Parole*, 667 F.3d 408, 414 (3d Cir. 2012)(managers, owners or and corporate officers exercising control over wages or employee compensation are appropriate defendants under the FLSA and may be individually liable for such violations). The regulations under state law are the same.

<sup>2</sup> Plaintiff was labeled as a superintendent during the 2<sup>nd</sup> half of his employment (not relevant to the allegations underlying this lawsuit, but provided for overall context of work tenure).

<sup>3</sup> In 2019-2020, Plaintiff was not paid overtime compensation.

14. During the first approximate half of Plaintiff's employment (for in excess of 1 year), Defendants insisted upon paying Plaintiff solely in cash. Despite that Plaintiff was a full-time employee, working over 50 hours per week for Defendants in a role that is typical of an "employee," Defendants referred to Plaintiff as an "independent contractor" and only paid him via cash to (unlawfully) avoid state and federal wage regulations.

15. Throughout Plaintiff's employment, he generally averaged at least 55 hours per week, or more.

16. Plaintiff's pay rate was \$31.00 per hour (when paid unlawfully during the first half of his employment). And Plaintiff was paid hourly at the same rate for hours worked up to 40 hours per week and for hours worked after 40 hours per week. Hence, Plaintiff was paid by what is commonly referred to as "straight time."

17. During the 2<sup>nd</sup> half of Plaintiff's period of employment with Defendants, he was converted to Defendants' ordinary (and lawful) payroll. This was presumably because of legal complications Defendants were encountering and/or further risk avoidance.

18. When Plaintiff was converted to Defendants' payroll after 1 year and by the middle of his tenure with Defendants, he began having taxes and contributions properly handled and he was also paid time and one half for hours worked.

19. However, as aforementioned, Plaintiff was only paid straight time *without any time and one half pay for the first 1-1.5 years of his employment*. Any attempted defense that Plaintiff was a legitimate independent contractor would be false and unlawful, as (during the time relevant to this lawsuit):

(a) Plaintiff reported to Defendants' management;

(b) Plaintiff used Defendants' equipment and supplies;

- (c) Plaintiff had to follow all policies of Defendants;
- (d) Plaintiff was held out to third parties as an employee of Defendants;
- (e) Plaintiff worked full-time exclusively for Defendants;
- (f) Plaintiff did not set his own hours or operate a separate business or invoice anyone; and
- (g) Plaintiff was merely converted to payroll without any changes in terms or conditions of employment, without any reapplication, and continued working without interruption on a full-time basis for Defendants.

20. Plaintiff was shorted at a rate of \$15.50 per hour for approximately 15 hours per week (in overtime compensation) by being only paid straight time for hours worked over 40 hours per week during his first approximate 1-1.5 years of employment.

21. In total, Plaintiff remains owed more than \$15,000.00 in overtime compensation, which by law, is required to be **automatically doubled**.<sup>4</sup> Such damages are in addition to mandatory legal fees and other applicable damages under state and federal law(s). *See* 29 U.S.C.

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<sup>4</sup> *See e.g. Solis v. Min Fang Yang*, 345 Fed. Appx. 35 (6th Cir. 2009)(Affirming award of liquidated damages explaining "under the Act, liquidated damages are compensation, not a penalty or punishment, and no special showing is necessary for the awarding of such damages. Rather, they are considered the norm and have even been referred to by this court as mandatory."); *Gayle v. Harry's Nurses Registry, Inc.*, 594 Fed. Appx. 714, 718 (2d Cir. 2014)(Affirming award of liquidated damages explaining there is an automatic "presumption" of liquidated damages and "double damages are the **norm**, single damages the exception," as the burden to avoid liquidated damages is a "difficult burden."); *Haro v. City of Los Angeles*, 745 F.3d 1249 (9th Cir. 2014)(Affirming award of liquidated damages explaining they are the "norm" and "mandatory" unless the employer can establish the very "difficult burden" of subjective and objective attempts at FLSA compliance); *Chao v. Barbeque Ventures, LLC*, 547 F.3d 938, 942 (8th Cir. 2008)(Affirming award of liquidated damages explaining that the employer mistakenly argues its non-compliance was not willful, misunderstanding the high burden to show affirmative steps of attempted compliance and research of the FLSA and separately that its diligence and belief in non-payment of overtime was also objectively reasonable.); *Chao v. Hotel Oasis, Inc.*, 493 F.3d 26 (1st Cir. 2007)(Affirming award of liquidated damages explaining that they will always be considered the "norm" in FLSA cases); *Lockwood v. Prince George's County*, 2000 U.S. App. LEXIS 15302 (4th Cir. 2000)(Affirming award of liquidated damages explaining they are the "norm" and that an employer may not take an ostrich-like approach and refuse to research its obligations under the FLSA and to objectively explain why it failed to comply with the FLSA); *Uphoff v. Elegant Bath, Ltd.*, 176 F.3d 399 (7th Cir. 1999)(Reversing the district court for not awarding liquidated damages, as doubling unpaid overtime is the rule, not an exception); *Nero v. Industrial Molding Corp.*, 167 F.3d 921 (5th Cir. 1999)(Affirming award of liquidated damages, as there is a presumption of entitlement to liquidated damages which are the norm).

§ 216(b)(a prevailing plaintiff “shall” be entitled to attorney’s fees). *In summary, Plaintiff is owed no less than \$30,000.00, plus legal fees and costs of this lawsuit.*<sup>5</sup>

**Count I**  
**Violations of the Fair Labor Standards Act ("FLSA")**  
**(Failure to Pay Overtime Compensation)**  
**- Against Both Defendants -**

22. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

23. Plaintiff was not properly paid for all owed overtime as explained *supra*. And such actions constitute violations of the Fair Labor Standards Act (“FLSA”).

**Count II**  
**Violations of the Pennsylvania Minimum Wage Act (“PMWA”)**  
**(Failure to Pay Overtime Compensation)**  
**- Against Both Defendants -**

24. The foregoing paragraphs are incorporated herein in their entirety as if set forth in full.

25. Plaintiff was not properly paid for all owed overtime as explained *supra*. And such actions constitute violations of the PMWA.

**WHEREFORE**, Plaintiff prays that this Court enter an Order providing that:

A. Defendants are to promulgate and adhere to a policy prohibiting overtime and wage violations;

B. Defendants are to compensate Plaintiff, reimburse Plaintiff, and make Plaintiff whole for any and all pay and benefits Plaintiff would have received had it not been for Defendants’ wrongful actions, including but not limited to all owed wages, overtime, past and

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<sup>5</sup> The sum of value set forth herein only relates to unpaid overtime. This sum does not include a separately filed wrongful termination case currently pending before the EEOC and PHRC.

future lost earnings, benefits, pension or other employee perks, and other applicable compensation;

C. Plaintiff is to be awarded actual damages to which he is equitably or legally entitled beyond those already specified herein;

D. Plaintiff is to be awarded liquidated damages as permitted by applicable laws;

E. Plaintiff is to be accorded other equitable relief as the Court deems just, proper, and appropriate;

F. Plaintiff is to be awarded the costs and expenses of this action and a reasonable attorney's fees if permitted by applicable law; and

G. Plaintiff is permitted to have a trial by jury.

Respectfully submitted,

**KARPF, KARPF & CERUTTI, P.C.**



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Ari R. Karpf, Esquire  
3331 Street Road  
Building 2, Suite 128  
Bensalem, PA 19020

Dated: July 22, 2021

**IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

**CASE MANAGEMENT TRACK DESIGNATION FORM**

Timothy Marshall

CIVIL ACTION

v.

National Maintenance & Build Out Company, LLC, d/b/a NMBOC, et al. NO.

In accordance with the Civil Justice Expense and Delay Reduction Plan of this court, counsel for plaintiff shall complete a Case Management Track Designation Form in all civil cases at the time of filing the complaint and serve a copy on all defendants. (See § 1:03 of the plan set forth on the reverse side of this form.) In the event that a defendant does not agree with the plaintiff regarding said designation, that defendant shall, with its first appearance, submit to the clerk of court and serve on the plaintiff and all other parties, a Case Management Track Designation Form specifying the track to which that defendant believes the case should be assigned.

**SELECT ONE OF THE FOLLOWING CASE MANAGEMENT TRACKS:**

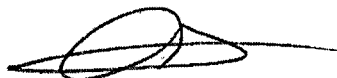
- (a) Habeas Corpus – Cases brought under 28 U.S.C. § 2241 through § 2255. ( )
- (b) Social Security – Cases requesting review of a decision of the Secretary of Health and Human Services denying plaintiff Social Security Benefits. ( )
- (c) Arbitration – Cases required to be designated for arbitration under Local Civil Rule 53.2. ( )
- (d) Asbestos – Cases involving claims for personal injury or property damage from exposure to asbestos. ( )
- (e) Special Management – Cases that do not fall into tracks (a) through (d) that are commonly referred to as complex and that need special or intense management by the court. (See reverse side of this form for a detailed explanation of special management cases.) ( )
- (f) Standard Management – Cases that do not fall into any one of the other tracks. (X)

7/22/2021

**Date**

(215) 639-0801

**Telephone**



**Attorney-at-law**

(215) 639-4970

**FAX Number**

Plaintiff

**Attorney for**

akarpf@karpf-law.com

**E-Mail Address**



UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA

**DESIGNATION FORM**

*(to be used by counsel or pro se plaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)*

Address of Plaintiff: 151 West Maple Avenue, Apt 2, Langhorne, PA 19047

Address of Defendant: 1044 Pulinski Road, Ivyland, PA 18974

Place of Accident, Incident or Transaction: Defendants place of business

**RELATED CASE, IF ANY:**

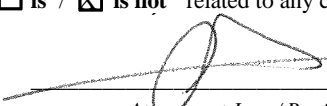
Case Number: \_\_\_\_\_ Judge: \_\_\_\_\_ Date Terminated: \_\_\_\_\_

Civil cases are deemed related when **Yes** is answered to any of the following questions:

- |  |                              |  |
|--|------------------------------|--|
| 1. Is this case related to property included in an earlier numbered suit pending or within one year previously terminated action in this court?  | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| 2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit pending or within one year previously terminated action in this court?            | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| 3. Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action of this court? | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |
| 4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights case filed by the same individual?  | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> |

I certify that, to my knowledge, the within case ☐ is / ☒ is not related to any case now pending or within one year previously terminated action in this court except as noted above.

DATE: 7/22/2021

  
Attorney-at-Law / Pro Se Plaintiff

ARK2484 / 91538

Attorney I.D. # (if applicable)

**CIVIL: (Place a ✓ in one category only)**

**A. Federal Question Cases:**

- ☐ 1. Indemnity Contract, Marine Contract, and All Other Contracts
- ☐ 2. FELA
- ☐ 3. Jones Act-Personal Injury
- ☐ 4. Antitrust
- ☐ 5. Patent
- ☐ 6. Labor-Management Relations
- ☒ 7. Civil Rights
- ☐ 8. Habeas Corpus
- ☐ 9. Securities Act(s) Cases
- ☐ 10. Social Security Review Cases
- ☐ 11. All other Federal Question Cases  
(Please specify): \_\_\_\_\_

**B. Diversity Jurisdiction Cases:**

- ☐ 1. Insurance Contract and Other Contracts
- ☐ 2. Airplane Personal Injury
- ☐ 3. Assault, Defamation
- ☐ 4. Marine Personal Injury
- ☐ 5. Motor Vehicle Personal Injury
- ☐ 6. Other Personal Injury (Please specify): \_\_\_\_\_
- ☐ 7. Products Liability
- ☐ 8. Products Liability – Asbestos
- ☐ 9. All other Diversity Cases  
(Please specify): \_\_\_\_\_

**ARBITRATION CERTIFICATION**

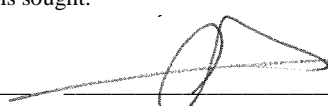
*(The effect of this certification is to remove the case from eligibility for arbitration.)*

I, Ari R. Karpf, counsel of record or pro se plaintiff, do hereby certify:

☒ Pursuant to Local Civil Rule 53.2, § 3(c) (2), that to the best of my knowledge and belief, the damages recoverable in this civil action case exceed the sum of \$150,000.00 exclusive of interest and costs:

☐ Relief other than monetary damages is sought.

DATE: 7/22/2021

  
Attorney-at-Law / Pro Se Plaintiff

ARK2484 / 91538

Attorney I.D. # (if applicable)

NOTE: A trial de novo will be a trial by jury only if there has been compliance with F.R.C.P. 38.

